

## SPEECH PATHOLOGIST SERIES

Code No.	Class Title	Occ. Area	Work Area	Prob. Period	Effective Date
3030	Speech Pathologist I	01	444	6 mo.	06/01/89
3032	Speech Pathologist II	01	444	6 mo.	06/01/89

Promotional Line: 236

### Series Narrative

Employees in this series are professional specialists engaged primarily in the study, evaluation, and/or treatment of individuals with disorders in the comprehension and production of speech and language. The work requires professional knowledge of the nature of these disorders, their organic and functional causes, and methods of therapeutic treatment and is performed in a number of settings (such as hospitals, clinics, rehabilitation centers, and/or educational institutions). Employees may engage in any one or a combination of the following work functions: (1) rendering direct clinical services to patients by screening, identifying, evaluating, and treating speech disorders through planned courses of therapy; (2) providing learning opportunities to undergraduate- and graduate-level students in the form of lectures or clinical practice; and/or (3) performing research activities in conjunction with, or separate from, direct clinical services.

Positions in this series should be distinguished from other types of positions also involved in working with communications-impaired individuals. Jobs that are not part of this series include: (a) professional specialists engaged primarily in identifying, evaluating, and/or treating individuals with disorders in the reception and perception of speech, language, and other acoustic signals (audiologists); (b) speech and hearing technician positions assigned work which does not require full professional knowledge of speech pathology or audiology. Technicians are usually assigned to conduct basic tests to screen groups of persons for possible speech or hearing defects or may be assigned limited therapeutic work with groups of patients to drill them in specified remedial exercises. They are not responsible, however, for interpreting diagnostic test results or evaluating patient progress; and (c) special education teachers who use special methods to teach academic subjects to impaired students and thus are principally involved in their educational development.

Higher level Speech Pathologists coordinate and supervise the activities of a unit which employs professional specialists in speech pathology and which may also employ others engaged in professional or semi-professional work in the field of speech and hearing (such as, but not necessarily limited to, those identified in [a], [b], and [c] above).

### DESCRIPTIONS OF LEVELS OF WORK

#### **Level I: Speech Pathologist I**

**3030**

Employees at this level study, diagnose, and treat patients with speech and language impairments that may have resulted from organic causes (such as birth defects, illness, or accident) or that may be functional in nature and related to mental or emotional problems, learning deficits, or social deprivation. Impairments of the speaking process include disorders in fluency (stuttering), articulation (distortion of speech sounds), phonation (defects in pitch, intensity and timbre), or symbolization (aphasia), the process of associating thoughts with language and linguistic symbols. Additionally, employees at this level may also engage in

training or research activities as assigned. They work under administrative supervision from a designated supervisor with professional responsibility for their evaluations and recommendations.

A Speech Pathologist I typically--

1. renders direct clinical services to patients on an inpatient or- outpatient basis:
  - a. diagnoses speech and language disorders by evaluating causes and test results; interprets findings to parents, teachers, and others concerned with the patient
  - b. interviews patients, discusses cases with family members, or reads physicians' reports to obtain background data on patients' conditions and for reference when planning remedial treatment
  - c. determines need for and refers patients to outside agencies or to specialists in medicine, dentistry, education, psychology, sociology, and related areas; maintains liaison to assure cooperation between specialties and agencies participating in the patient's treatments and problems
  - d. plans and carries out a program of therapy designed to begin and enhance the recovery process; evaluates patient's progress and reactions to therapy, making changes as indicated; determines when optimum level of progress has been reached and therapy can be discontinued; follows approved procedures for discharging patients
  - e. counsels pre- and post-operative patients to prepare them for surgery and therapy to follow
  - f. correlates program of speech therapy with other aspects of rehabilitation (such as physical therapy, occupational therapy, and vocational training)
  - g. provides counseling and guidance to speech and language handicapped individuals, both children and adults, and their families regarding expectations and limitations of program results; instructs them in the use of corrective techniques and devices and the means for carrying out phases of the program at home both during and following therapy treatments
  - h. writes reports on diagnostic findings, therapy used, and progress made
2. assists in the training of undergraduate and/or graduate students assigned to the unit for internship training and clinical practice:
  - a. orients students to health care facility procedures
  - b. monitors students' progress and furnishes guidance as required
  - c. evaluates students' performances at the end of the learning experience
3. may present lectures designed to instruct physicians, nurses, and other professional personnel in the basics of speech pathology

4. may perform clinical or laboratory research designed to increase understanding and basic knowledge of speech and hearing problems, to develop improved methods for evaluating and treating individuals with these disorders, or to develop improved design of speech and hearing apparatus

**Level II: Speech Pathologist 11****3032**

Employees at this level supervise subordinate staff within a unit that provides direct clinical services to speech and hearing impaired individuals and that may also engage in training and/or research activities. Employees work under administrative direction from a designated supervisor.

A Speech Pathologist II typically--

1. assigns, coordinates, and reviews the work of subordinate staff within the unit:
  - a. sets unit priorities
  - b. assigns case load, training, and research activities to professional staff members according to their professional interests, capabilities, and time limitations
  - c. confers with professional staff members regarding progress of cases and treatment programs; provides advice on more difficult cases and suggests new approaches, techniques, or resources
  - d. assures that required case files, records, and reports are properly maintained
  - e. makes recommendations to superiors as to the selection, evaluation, and discipline of subordinate staff
2. evaluates, enhances, and expands the quantity and quality of patient care provided by the unit:
  - a. conducts periodic internal audit of cases evaluated and treated by the unit to assure that patient care is carried out in accordance with accepted professional practices and administration policy
  - b. keeps current with trends and new developments in speech and hearing practices, procedures, and techniques; evaluates their adaptability to the unit's program and available facilities and recommends adoption, if feasible
  - c. seeks and establishes contacts with accredited outside treatment and rehabilitation centers (such as hospitals, special education programs in public and/or private schools, Board of Health Clinics, and mental rehabilitation centers) to enlarge the number of referral resources available to the unit
  - d. arranges and participates in regular conferences with professionals in other disciplines (such as medicine, surgery, dentistry, psychiatry, nursing, and other therapy and clinical services) to promote cooperation and to consult with them regarding program planning for specific patients
  - e. speaks before community and in-house groups to acquaint them with the unit's programs and services and to encourage patient referrals
3. performs duties of a Speech Pathologist I in treating a select caseload of patients

4. conducts, assigns, and reviews instructional, training, and research activities of the unit:
  - a. provides appropriate learning opportunities to undergraduate and graduate students assigned to the unit for internship training and clinical practica in speech pathology; e.g. (i) establishing orientation program for new students; (ii) assigning cases to students and providing appropriate guidance; and (iii) preparing written evaluation of the students' performance at the end of the training or learning period
  - b. presents, or assigns other professional staff members to present, in-service education and lectures designed to instruct physicians, nurses, and other professional personnel in the basics of speech pathology
  - c. may perform, and encourage staff members to perform, research projects concerned with developing new theoretical bases for professional operations or new clinical approaches and tools
5. develops annual budget requests for the unit, recommends the purchase of equipment and material and, within approved budget, approves expenditures for equipment, supplies, and miscellaneous items
6. completes, or directs the completion of, regular annual, quarterly, and special reports required by management concerning unit activities, accomplishments, and goals
7. performs related duties as assigned

#### MINIMUM ACCEPTABLE QUALIFICATIONS REQUIRED FOR ENTRY INTO

##### **Level I: Speech Pathologist I**

**3030**

#### CREDENTIALS TO BE VERIFIED BY PLACEMENT OFFICER

1. licensure as a speech-language pathologist as required by the Illinois Department of Professional regulation

#### PERSONAL ATTRIBUTES NEEDED TO UNDERTAKE JOB

1. knowledge of speech and hearing science and neurogenic and psychological correlates that underly speech, language, and voice problems
2. knowledge of diagnostic and therapeutic techniques appropriate to the patient's problem
3. skill in the use of technical equipment, sound level meters, and other speech and hearing testing and therapeutic devices
4. ability to establish rapport with patients and families and to instill interest and enthusiasm towards therapy
5. ability to prepare concise and complete case records and reports

**Level II: Speech Pathologist II****3032**

## CREDENTIALS TO BE VERIFIED BY PLACEMENT OFFICER

1. licensure as a speech-language pathologist as required by the Illinois Department of Professional Regulation
2. two years of experience comparable to that gained at the next lower level of this series

## PERSONAL ATTRIBUTES NEEDED TO UNDERTAKE JOB

1. possession of attribute requirements listed for the first level of this series
2. ability to establish work priorities; assess work flow; and assign, review, and evaluate the work of others